

# Stress and Coping Strategies: A Correlational Analysis to Profiling Maladaptive Behaviors at Work

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**Introduction:** Workers in different sectors are prone to stress at varying levels. They also respond to stress in different ways. An inspiration was to study stress development amongst workers in a work dangerous setting (Construction Industry) as well as how they cope with specific stress incidences.

**Objective:** The overarching objective of the study was to study and correlate between stress and coping strategies. The research was conducted in an organizational industrial setting, and its findings on the coping actions of construction workers are reported in this article.

**Methods:** An online cross-sectional survey was conducted with 80 participants aged 18-62. These were working for three different construction organizations in the West Midlands region of the UK. Their coping actions were assessed using the COPE Inventory (Carver, 2013) instrument while the level of stress was assessed by the Perceived Stress Scale (Cohen, 1994).

**Results:** Out of 80 workers (20 female, 25%, mean age 40.66), positive reinterpretation ( $M=4.15$ ,  $SD=2.60$ ) and active coping ( $M=4.18$ ,  $SD=2.55$ ) were the two most adaptive strategies reported by the workers while the most frequent maladaptive behavior was mental disengagement ( $M=3.62$ ,  $SD=2.25$ ). Among the maladaptive tactics, alcohol and drug abuse was a significant moderator in stress reactions ( $t=6.12$ ,  $p=.000$ ).

**Conclusion:** Some maladaptive strategies are adopted by construction workers to cope with stress. So, it could be argued that programs of stress prevention and control in the construction industry have a basis to develop solutions that can improve and strengthen effective interventions when workers are stressed or getting stressed.

**Keywords:** coping, organization, strategies, stress

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